

Executive/Leadership Coaching

What is coaching?

Coaches assist clients in achieving their personal and professional goals. Coaching is based on an on-going partnership between the client and the coach. In coaching, clients may address specific challenges or general conditions in their professional lives.

Coaching focuses on clients' ways of thinking, feeling, and acting. Coaching provides a safe place for clients to identify what is and what is not working, try new behaviors, and learn from their new experiences. Coaching is not advice giving, therapy, or counseling; however, it may involve self-disclosure, such as discussing past behaviors, and revealing current feelings. Coaches may ask clients to engage in exercises, to complete questionnaires, or make self assessments.

Coaching services include value clarification, brainstorming, identifying plans of action, examining modes of operating in life, asking clarifying questions, and making requests. Clients are expected to meet regularly with their coach, set goals, engage honestly in direct and personal conversations, and take actions that involve trying new behaviors.

Services available:

Executive Coaching through Cambria Consulting

SES leadership at Langley is eligible for Executive Coaching through a contract NASA HQ's Training Development Office has with Cambria Consulting. The process for acquiring a coach is as follows.

- Client contacts LaRC Coaching Program Coordinator
- LaRC Program Coordinator and Client complete Intake Questionnaire
- Client completes Preference Guide gives to LaRC Program Coordinator
- LaRC Program Coordinator provides completed Preference Guide and estimated hours to NASA HQ Training & Development Office
- NASA HQ Training & Development Office requests 2-3 résumés from potential coaches through Cambria Consulting
- Cambria e-mails resumes to Client
- Client reviews resumes and/or arranges interview if necessary and selects Coach
- Client verifies expected outcomes and number of estimated hours
- Client notifies LaRC Program Coordinator of Coach selection
- LaRC Coordinator notifies NASA HQ Training & Development Office
- NASA HQ Training & Development Office authorizes coaching hours and notifies Cambria of selection
- Cambria notifies Coach
- Coach and client set a mutually agreeable time for first appointment

- Coaching relationship begins

Who do I contact if I'm interested in acquiring an Executive Coach?

- Donna Phillips, LaRC Program Coordinator, 42595

Leadership Coaching with Internal Langley Coaches

First line leaders are eligible for Leadership Coaching with Langley's internal coaches. The process for acquiring an internal coach is:

- Contact one of the Langley Coaches to determine if coaching is right for you
- Meet with a Langley Coach to identify coaching goals
- Establish a coaching agreement
- Begin coaching sessions

How long does coaching last?

Coaching normally takes place from three months up to one year. At the end of one year, coaching is then conducted on an as needed basis.

Who do I contact if I'm interested in acquiring an Executive or Leadership Coach?

Langley currently has two internal coaches available to assist you:

- Donna Phillips, LaRC Program Coordinator, 42595
- Arden Gale, 42189